

17 DEC 1980

MEMORANDUM FOR: Chief, Professional Staffing Branch, Staff Personnel
Division/OPPPM

SUBJECT : Professional EOD Pay Levels

1. The Office of Scientific and Weapons Research (OSWR) has established the following guidelines for negotiating starting salaries with professional job applicants. The following are meant to be guidelines and must remain flexible at all times in order to attract and retain the quality of employees required to accomplish the mission of OSWR, NFAC and the Agency.

a. OSWR requirements within the IO-General and IO-Physical Science series are concentrated on but not limited to the specific fields of mathematics, physics and chemistry, and the engineering fields of aerospace, aerodynamics, aeronautical, electrical, nuclear and occasionally mechanical, chemical and biomedical engineering. The following criteria should also be applied to applicants in the computer specialist series.

GS-07 - BS degree with no experience

GS-08 - BS degree with limited experience

GS-09 - BS degree with two years' experience or equivalent; two related BS degrees; MS degree with no experience

GS-10 - BS degree with three years' experience or equivalent; MS degree with one year experience or equivalent; PhD candidates (has not completed dissertation)

GS-11 - BS degree with extensive experience; MS degree with two or more years' experience or equivalent; PhD with no experience

GS-12 and above - Determined by education level, experience, accomplishments, office needs and in competition with current salary and that offered by other Government and private sectors.

b. All engineers to be hired in the "GSE" or above specified pay scale. Grade and "in-step" to be determined by education level, experience, office needs, and current salary subject is receiving or that which is competitive with other Government and private industry salaries.

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2. Limited experience, as defined above, would equate to two or more summers of employment in individual's field while in school, a year or more employment as a teaching assistant in individual's core courses, two years in Co-op program, etc.

3. Equivalent experience, as defined above, would equate to concentrated study or analysis in a specific area of the individual's field, such as an aerospace engineer who has completed in-depth analysis of one particular space vehicle or a computer analyst who has completed in-depth analysis of a specific area of the computer science field.



Director
Scientific and Weapons Research

STAT

GUIDELINES FOR PROFESSIONAL EOD PAY LEVELS

GENERAL SCHEDULE GRADES

Q U A L I F I C A T I O N S	7	8	9	10	11	12	13	14	15
Bachelor's plus 2 years or less applicable experience* multiples of 2-3 years experience* equate to one additional grade.	X	X							
Master's plus 2 years or less applicable experience* multiples of 2-3 years experience* equate to one additional grade additional post-graduate courses in a related discipline plus 2 years or less applicable experience* pre-PhD (all but dissertation completed)		X	X						
			X						
				X					
				X					
Doctorate multiples of 2-3 years experience* equate to one additional grade					X				

Transferees from other gov't agencies (except NSA) no higher than one grade promotion equivalency.

New hires from private industry: 5-7% increase over current salary
up to 12-14% if coming from West Coast and not
eligible for EOD travel

Higher salaries are considered if trying to meet outside competition for hard-to-get
categories or unusual skills.

*work and/or military service

Date

ROUTING AND TRANSMITTAL SLIP

TO: (Name, office symbol, room number, building, Agency/Post)	Initials	Date
1. CIPMCD	<i>YMA</i>	12/10/81
2. DCIPMCD	<i>D</i>	12/10
3. C/NFAE	<i>AB</i>	12/10
4. CIPSS		
5.		

Pls get together with Recruitment Division to work out problem before we discuss proper response.

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

Pls prepare response. I have some trouble with the OGC opinion - if you carry it to its logical conclusion, no approval is needed for a separate & higher CIA seal. I would feel more comfortable if the opinion had higher review. Pls note deadline

DO NOT use this form as a RECORD of approvals, concurrences, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)

Room No.—Bldg.

DD/PAC

Phone No.